



Organizational Self-Assessment for Addressing Health Inequities

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BARHII Toolkit

- Looks at Local Health Department (LHD) to **build greater capacity to address health inequities**
- **Creates the initial dialogue between senior managers and staff in LHD** to re-examine their collective understanding and ability to address the underlying causes of health inequities
- **Self-assessment included:**
 - Anonymous Staff Survey via Survey Monkey
 - Anonymous Collaborating Partner Survey Via Survey Monkey
 - Staff Focus Group
 - Management Interviews
 - Internal Document Review and Discussion



Goals

Short Term

- ▶ Collect data to identify skills and capacities of LHD ability (both organizational and individual) to address health inequities
- ▶ Gain knowledge of where PCPH currently stands in organizational characteristics and workforce competencies internally and externally
- ▶ Create priorities of implementation that address equity internally

Long Term

- ▶ Incorporate **equity** in all aspects of Polk County P&P, programs, outreach events, strategic planning and workforce training
- ▶ To be a role model and provide support for county departments to address inequities
- ▶ Continue to implement internal changes that address barriers to services



Modifications to the BARHII TOOLKIT

Staff survey

- ▶ Provided a greater in-depth glossary list of equity vocabulary
- ▶ Made staff time available for staff to take survey
- ▶ Removed strategic planning portion of survey

Collaborating Partner Survey

- ▶ Provided a greater in-depth glossary list of equity vocabulary

Management Interview

- ▶ Structured to be a focus group instead of individual interviews



Areas of Success

- ▶ Had a **100% success rate** of staff participation in online staff survey (13/13)
- ▶ **15 collaborating partners** participated in our online partner survey
- ▶ Conducted a **successful staff focus group** (4) to gain a better insight on staff responses from survey
- ▶ Conducted a **successful management focus group with 1 county commissioner** to gain knowledge about their awareness regarding equity
- ▶ **Screened all series** of unnatural causes and facilitated conversations among the various topics to all PH staff
- ▶ Collaborated in presenting a **culturally responsive training** to all health and human services staff

Considerations/Issues/Obstacles

- Conflicting obligations (other job related priorities)
- Lack of opportunities around the topic of health inequities
- Safe space and uncomfortableness
- Personal bias
- Lack of knowledge of what are health inequities/terminology
- Time
- Shortage of staff and resources



Moving Forward

- ▶ PCPH equity implementation team will prioritize strategies to address health inequities internally
 - ▶ Some areas include:
 - ▶ Workforce development
 - ▶ Communication Improvement
 - ▶ Structural changes
 - ▶ Building capacity internally



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Developing Equity Leadership Through Training and Action (DELTA) Program

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